PROVINCE OF SASKATCHEWAN

11-12

ANNUAL REPORT

MINISTRY OF
LABOUR RELATIONS AND
WORKPLACE SAFETY

Table of Contents

Letter of Transmittal 1

Introduction 3

Alignment with Government's Direction 3

Our Government's Vision 3

Government's Goals 3

Ministry Overview 4

Delivery of Key Programs and Services 4

Progress in 2011 - 12 5

Government Goal: Economic Growth 5

Government Goal: Securing Saskatchewan 7

Government Goal: Keeping Promises 9

Performance Measure and Results 10

Industry Measure 14

2011 - 12 Financial Overview 17

Ministry of Labour Relations and Workplace Safety
Schedule of Revenue and Expenditures 17

For More Information 19

Letters of Transmittal

Her Honour, the Honourable Vaughn Solomon Schofield,
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2012.

D R Morgan

Don Morgan, Q.C.
Minister of Labour Relations and Workplace Safety

The Honourable Don Morgan, Q.C.
Minister of Labour Relations and Workplace Safety

I have the honour of submitting the Annual Report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2012

Michael J.R. Carr
Deputy Minister of Labour Relations and Workplace Safety

Introduction

This annual report for the Ministry of Labour Relations and Workplace Safety presents the Ministry's results on activities and outcomes for the fiscal year ending March 31, 2012. It reports to the public and elected officials on public commitments made and other key accomplishments of the Ministry.

Although a renewed vision and set of goals were introduced as a result of the 2011 provincial election, the 2011-12 Annual Report will be presented in relation to the vision and goals that guided the development of the 2011-12 Plan.

Results are provided on publicly committed strategies, actions and performance measures identified in the 2011-12 Plan.

The report also demonstrates progress made on Government commitments as stated in the Government Direction for 2011-12: The Saskatchewan Advantage, the Minister's Mandate letter, throne speeches and other commitments and activities of the Ministry.

The annual report demonstrates the Ministry's commitment to effective public performance reporting, transparency and accountability to the public.

Alignment with Government's Direction

The Ministry's activities in 2011-12 align with Government's vision and three goals:

Our Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

Government's Goals

- **Sustain economic growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.
- **Secure Saskatchewan** as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.
- **Keep Government's promises** and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together, all ministries and agencies support the achievement of Government's three goals and work towards a secure and prosperous Saskatchewan.

Ministry Overview

Over the past year, the Ministry of Labour Relations and Workplace Safety (LRWS) has worked to develop strategies, involve stakeholders and deliver services that ensure a safe, fair and productive labour environment throughout the province.

LRWS achieves its desired outcomes by encouraging, promoting and enforcing safe work practices and employment standards and by fostering an employment/labour environment that respects the rights, duties and responsibilities of employees and employers.

Delivery of Key Programs and Services

LRWS is responsible for enforcing and promoting awareness of labour standards and occupational health and safety. The Ministry also provides mediation and conciliation services to help resolve workplace disputes as well as advocacy services on behalf of injured workers.

In 2011-12, the Ministry employed staff in its central office in Regina, nine Labour Standards offices (Estevan, La Ronge, Moose Jaw, North Battleford, Prince Albert, Swift Current, Yorkton, Saskatoon, and Regina) and six Occupational Health and Safety offices (Regina, Saskatoon, Prince Albert, Weyburn, Swift Current, Yorkton) across the province. The 2011-12 FTE budget allocation for the Ministry was 146.1. Actual FTE utilization was 147.3. The over usage of 1.2 FTEs was due to the hiring of summer students.

LRWS consists of five divisions:

Central Services (CS) assists the divisions within the Ministry in developing strategic policy and legislative initiatives that coincide with government objectives. CS is also responsible for financial management, budget development, annual planning and reporting as well as other essential administrative functions of the Ministry.

Labour Relations and Mediation (LRM) provides information, training and bargaining assistance through conciliation and mediation services to labour and management in unionized workplaces. LRM assists unions and management in resolving difficult labour disputes and work stoppages due to strikes or lockouts.

Labour Standards (LS) provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. LS enforces employment standards legislation and regulations and ensures that employees and employers are aware of their rights and responsibilities under these laws.

Office of the Workers' Advocate (OWA) works to ensure that any injured worker or dependant of an injured worker receives every consideration and entitlement due to them under the Workers' Compensation Act. The OWA shares this mutual goal with the Workers' Compensation Board (WCB) and meets regularly with the WCB as they work together to achieve this goal.

Occupational Health and Safety (OHS) offers programs and services for workers and employers to help ensure safer workplaces and an improved culture of safety in Saskatchewan. OHS also provides effective oversight and enforcement of occupational health and safety standards and regulations by encouraging compliance via education and prosecutions where appropriate.

Progress in 2011 - 12

Government Goal: Economic Growth

Sustain economic growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

Strategy

FOSTER A COMPETITIVE AND PRODUCTIVE LABOUR ENVIRONMENT BY ENSURING THE USE OF BEST PRACTICES.

Key Actions & Results

ENSURE SASKATCHEWAN'S EMPLOYMENT AND OCCUPATIONAL HEALTH AND SAFETY REGULATORY REGIME IS COMPETITIVE THROUGH LEGISLATIVE REVIEW, AND BY WORKING WITH STAKEHOLDERS AND JURISDICTIONAL COUNTERPARTS.

In April 2011, the Ministry commenced consultations with stakeholders on *The Occupational Health and Safety Act, 1993*. Stakeholders were asked to provide feedback on the Occupational Health and Safety (OHS) Council's 2006 report as well as other matters that have arisen since the 2007 consultations. The Government introduced Bill 23, an Act to amend *The Occupational Health and Safety Act, 1993*, in December 2011.

The OHS Council also commenced its review of the administration of *The Occupational Health and Safety Act, 1993* in June 2011 with a call for public submissions. The Council provided its report to the Minister on December 6, 2011.

The Ministry participated in several annual Canadian Association of Administrators of Labour Legislation (CAALL) meetings along with federal/provincial/territorial (FPT) meetings with counterparts across the country:

- The Labour Relations and Mediation (LRM) Division participated in the Mediation and Conciliation Committee meeting in April 2011.
- In May 2011, Labour Standards attended the Deputy Minister's CAALL meeting in Montreal, Quebec. LS also participated on CAALL conference calls in June and July regarding similar training needs and temporary foreign workers.
- OHS participated in CAALL meetings in April 2011 as well as teleconference meetings in June and September of 2011.
- Central Services participated in a number of CAALL sub-committee groups via teleconference as well as attended annual CAALL meetings.
- Office of the Workers' Advocate (OWA) participated in the Canadian Association of Workers Advisors and Advocates (CAWAA) conference in Sept. 2011 in Prince Edward Island as well as participated in bi-monthly conference calls.

OWA also participated in the April 2011 Foundation of Administrative Justice (FOAJ) annual conference in Alberta. OWA and the Workers' Compensation Board (WCB) both subscribe to the philosophy training of the FOAJ. FOAJ is committed to providing education to all individuals involved in the administrative justice process so they can develop and engage in best practices of administrative justice.

In 2011, *The Minimum Wage Regulations* were amended to increase the minimum wage by $0.25 per hour as of Sept. 1, 2011. The minimum wage increased from $9.25 to $9.50. The minimum callout pay increased from $27.75 to $28.50.

(continued)

Progress in 2011 - 12

WORK WITH CAALL TO ADDRESS ISSUES RAISED BY THE INTERNATIONAL LABOUR ORGANIZATION (ILO).

Ministry officials attended a CAALL meeting in May 2011 to discuss national strategies on the ILO, its reports and technical reviews.

The Ministry also completed a technical review as well as a number of ILO direct responses—periodic reports provided by provinces on any legislative or policy changes with respect to labour standards, labour relations, or occupational health and safety. This year's reviews and responses concerned:

- Convention 138, Minimum Age Convention (technical review)
- Convention 26, Minimum Wage-Fixing Machinery
- Convention 87, Freedom of Association and Protection of the Right to Organize
- Convention 100, Equal Remuneration
- Convention 111, Discrimination
- Convention 122, Employment Policy; and,
- Convention 162, Asbestos.

FACILITATE THE USE OF AVERAGING PERMITS FOR INDUSTRIES AND EMPLOYEES SEEKING MORE FLEXIBLE WORK SCHEDULES.

The Ministry's Labour Standards Division issued 1,012 variance permits to businesses in the 2011-12 fiscal year.

WORK WITH COUNTERPARTS IN BRITISH COLUMBIA AND ALBERTA TO IDENTIFY AND PROMOTE BEST PRACTICES IN EMPLOYMENT AND OCCUPATIONAL HEALTH AND SAFETY STANDARDS UNDER THE NEW WEST PARTNERSHIP.

Ministry officials met with counterparts from British Columbia (BC), Alberta (AB) and Manitoba (MB) on September 16, 2011 to discuss areas of joint concern and develop approaches to working cooperatively on these issues/concerns.

Energy ministries in BC, AB, and SK identified a number of issues within the oil and gas sector that have implications for OHS. Further meetings are planned for the future.

Representatives from BC, AB, SK and MB met on September 9, 2011 to discuss a harmonized joint process and cycle for Occupational Exposure Limit (OEL) review and implementation.

CONTRIBUTE TO CANADA'S DEVELOPMENT OF LABOUR STANDARDS PROPOSALS WITH RESPECT TO THE CANADA EUROPEAN UNION COMPREHENSIVE ECONOMIC AND TRADE AGREEMENT (CETA).

Central Services worked with CAALL counterparts to put together a list of European countries that have contravened ILO Conventions to help in negotiations of CETA. Officials continue to monitor the progress of negotiations.

Central Services worked with Intergovernmental Affairs (Trade Policy division) to develop a strategy on Canada's trade related Labour Cooperation Agreements (LCAs).

EDUCATE EMPLOYERS AND EMPLOYEES ABOUT EMPLOYMENT STANDARDS IN SASKATCHEWAN.

Labour Standards' Hosted Contact Centre (HCC) responded to 35,100 enquiries from employees and employers.

Labour Standards' Education Services delivered 52 workshops to 969 attendees. Seven of the workshops were full day classes delivered to a total of 135 employers.

The Labour Standards Webinars series (six podcasts created in February 2011) has been viewed 1,832 times since March 2011. Each webinar pertained to a particular section of *The Labour Standards Act*.

(continued)

Progress in 2011 - 12

PROVIDE CONCILIATION AND MEDIATION SERVICES TO EMPLOYERS AND UNIONS REQUESTING ASSISTANCE TO RESOLVE DISPUTES OR CONCLUDE NEGOTIATIONS TO ESTABLISH OR RENEW COLLECTIVE AGREEMENTS.

LRM provided its services in a total of 107 cases and training events in order to help workplaces involved in labour disputes or dealing with conflict.

Government Goal: Securing Saskatchewan

Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.

Strategy

ENCOURAGE HEALTHY AND SAFE WORKPLACES BY SETTING, PROMOTING AND ENFORCING PROVINCIAL OCCUPATIONAL HEALTH AND SAFETY (OHS) AND EMPLOYMENT STANDARDS.

Key Actions & Results

PERFORM OHS WORKPLACE INSPECTIONS TO ENSURE COMPLIANCE WITH LEGISLATION AND REGULATIONS.

This past year, the Ministry's OHS Division completed 4,578 onsite inspections of workplaces, issued 6,806 notices of contravention including 431 stop work orders. In addition, it provided 5,215 requests for technical services to assist workplaces in addressing health hazards to improve workers' health.

The Provincial Auditor of Saskatchewan concluded its audit of the OHS Division's processes to address workplace non-compliance with *The Occupational Health and Safety Act, 1993* and related regulations. The Auditor made five recommendations which will assist the Division further improvements in its process.

CONTINUE TO WORK WITH STAKEHOLDERS AND WORKPLACES TO IMPLEMENT THE RECOMMENDATIONS FROM THE WORKPLACE RESPONSIBILITY SYSTEM REVIEW.

Over the course of the 2011-12 fiscal year, the Ministry implemented on-line learning methods for Level 2 Occupational Health Committee inspections and investigations training.

In late 2011, the Ministry began work to build a web-based portal which will allow Occupational Health Committees to submit meeting minutes electronically. This portal project is expected to be functional in 2012-13.

The Ministry also developed a "Train the Trainer" course for external instructors to become qualified to deliver Level 2 Occupational Health Committee training (inspections and investigations).

CONTINUE TO WORK WITH THE MINISTRY OF AGRICULTURE ON THE VOLUNTARY INJURY PREVENTION AND RISK ASSESSMENT PROGRAM FOR FARM AND RANCH OPERATIONS.

The OHS Division developed materials for print and Internet placement to promote working safely on farms in the Ministry of Agriculture's AgriView. It also ran on-line and radio farm safety campaigns in fall 2011 and spring 2012.

CONTINUE TO WORK WITH THE WORKERS' COMPENSATION BOARD (WCB) TO DEVELOP INJURY PREVENTION STRATEGIES THROUGH WORKSAFE SASKATCHEWAN.

The Ministry is continuing to work toward WorkSafe Saskatchewan's mission of reducing the number of workplace related injuries and illnesses to zero.

Reports on the joint 2012-2014 Strategic and Operational Plan, WorkSafe Saskatchewan's injury prevention plan, are prepared quarterly to monitor the effectiveness of the strategy.

(continued)

Progress in 2011 - 12

Following the conclusion of an organizational review, the Ministry transferred the school curriculum programming and resources to WCB. The WorkSafe plan allows OHS to maintain an oversight of this programming.

PROVIDE SUPPORT AND ASSISTANCE TO THE DEVELOPMENT OF AN OCCUPATIONAL HEALTH AND SAFETY PROGRAM WITHIN EXECUTIVE GOVERNMENT TO ENSURE COMPLIANCE WITH THE 2010 HEALTH AND SAFETY LEADERSHIP CHARTER.

The Public Service Commission is leading development of this program. Draft policy, procedures and forms have been developed. Ministries have each named a Safety Champion.

Meetings were held among Safety Champions in 2011 to implement this program in Executive Government.

CONTINUE TO EDUCATE YOUTH ON OHS AND EMPLOYMENT STANDARDS THROUGH THE YOUNG WORKER READINESS CERTIFICATE COURSE (YWRCC).

Between April 1, 2011 and March 31, 2012, 4,837 YWRCC Certificates were issued. Since the program was launched in 2010, 9,038 certificates have been issued.

ENSURE ENFORCEMENT AND COMPLIANCE OF EMPLOYMENT STANDARDS AND TIMELY RESOLUTION OF COMPLAINTS.

Over the year, the Labour Standards Division investigated 2,218 complaints and responded to 35,100 enquiries through its Hosted Contact Centre.

Our average time to resolve a complaint is approximately 104 days compared to 123 days in 2010-11.

ENSURE THE OFFICE OF THE WORKERS' ADVOCATE (OWA) MEETS THE NEEDS OF STAKEHOLDERS THROUGH THE TIMELY RESOLUTION OF COMPENSATION APPEALS.

In 2011-12, OWA was able to achieve an average wait time for the services of an Advocate of 4.3 weeks.

SUPPORT EFFORTS TO EDUCATE INJURED WORKERS ABOUT THE WORKERS' COMPENSATION SYSTEM AND THE ROLE OF THE OWA.

Officials in the OWA attended four educational events in 2011-12. The Office hosted a booth at each of the North American Occupational Safety and Health, the Saskatchewan Federation of Labour and the Workers' Compensation Board Comp Institute conferences. It also made an educational presentation to the Saskatchewan Government Employees Union (SGEU) Bargaining Committee on the workers' compensation appeals process and the role of the OWA throughout that process.

During the year, the Office responded to 1,679 inquiries from injured workers on the Workers' Compensation system and the role of OWA.

ENCOURAGE THE ADOPTION OF BEST PRACTICES BY WORKPLACE PARTNERS IN THE AREAS OF EMPLOYMENT PRACTICES, OCCUPATIONAL HEALTH AND SAFETY AND LABOUR RELATIONS.

The Ministry continued consultations with employers, employees and their organizations to ensure awareness of rights and responsibilities in the workplace. When necessary, it uses enforcement to ensure standards are met.

Saskatchewan is showing a continual increase in the number of Occupational Health Committees registered in the province. As of March 31, 2012, there were 5,606. Last year the Ministry reported 5,504 Committees.

(continued)

Progress in 2011 - 12

Government Goal: Keeping Promises

Keep Government's Promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Strategy

IMPROVE THE EFFECTIVENESS AND EFFICIENCY OF THE MINISTRY'S PROGRAMS AND SERVICES TO ENSURE THE BEST USE OF PUBLIC FUNDS.

Key Actions & Results

SUPPORT THE ACTIVITIES OF THE WORKERS' COMPENSATION ACT COMMITTEE OF REVIEW (COR) IN ACCORDANCE WITH STATUTORY REQUIREMENTS.

In November 2010, Orders in Council appointed members to the Workers' Compensation Act Committee of Review (COR). Members were selected from a range of business and organized labour groups in Saskatchewan.

In May 2011, COR began a series of stakeholder consultations that included written submissions and public forums across the province.

Between the months of June and August 2011, COR held a series of in-camera meetings for those stakeholders who were unable to participate in the public forums held earlier.

Following its consultations, COR developed a list of recommended changes to workers' compensation in Saskatchewan and the report was released in December 2011.

CONTINUE TO IMPROVE SERVICE DELIVERY AND MANAGEMENT PRACTICES TO BETTER RESPOND TO THE NEEDS OF CLIENTS.

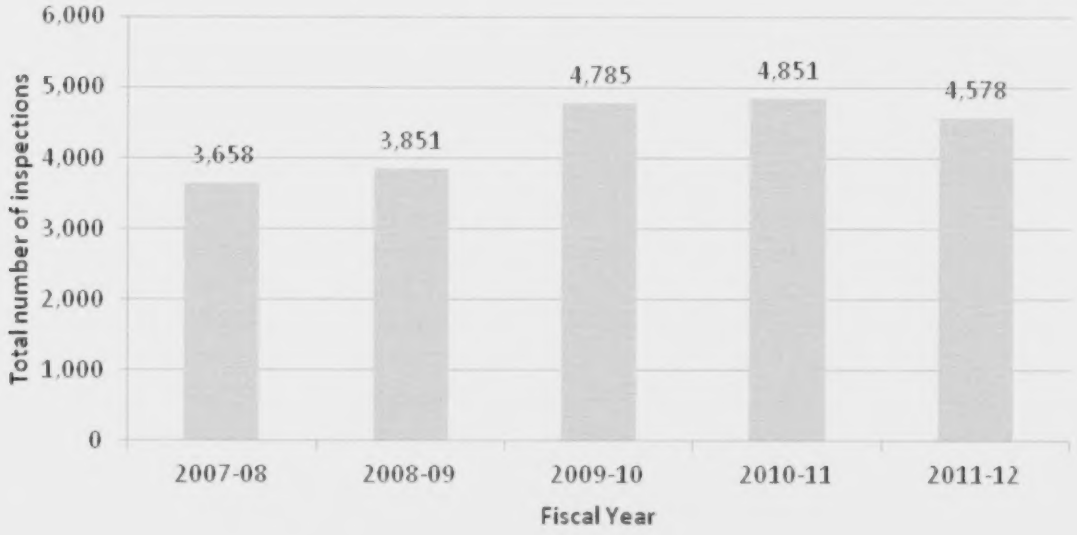
Lean process improvements in the Labour Standards investigation and enforcement process have resulted in a decrease in the time to resolve a complaint from an average of 123 (in 2010-11) days to the current average of 104 days.

Ministry management is going through a Leadership Development process facilitated by the Public Service Commission to strengthen both leadership and management capabilities.

Progress in 2011 - 12

Performance Measure & Results

GRAPH #1: Total number of Occupational Health and Safety inspections per fiscal year (New measure)



Source: Statistics on the number of inspections are collected internally

The Ministry plans and performs worksite visits in Saskatchewan workplaces to verify and enforce compliance with occupational health and safety legislation. Occupational Health Officers work with workplaces and their Occupational Health Committees and OHS representatives to identify potentially unsafe or hazardous working conditions to ensure safe, healthy and productive workplaces.

Worksites are selected for routine inspections through risk analysis based on the type of industry and the number of injuries occurring in a workplace. Other inspections are done in reaction to incidents or complaints. The number of inspections the Ministry performs depends on the resources available (i.e. number of officers trained, etc.), the number of investigations required, and the demand for workplace educational events.

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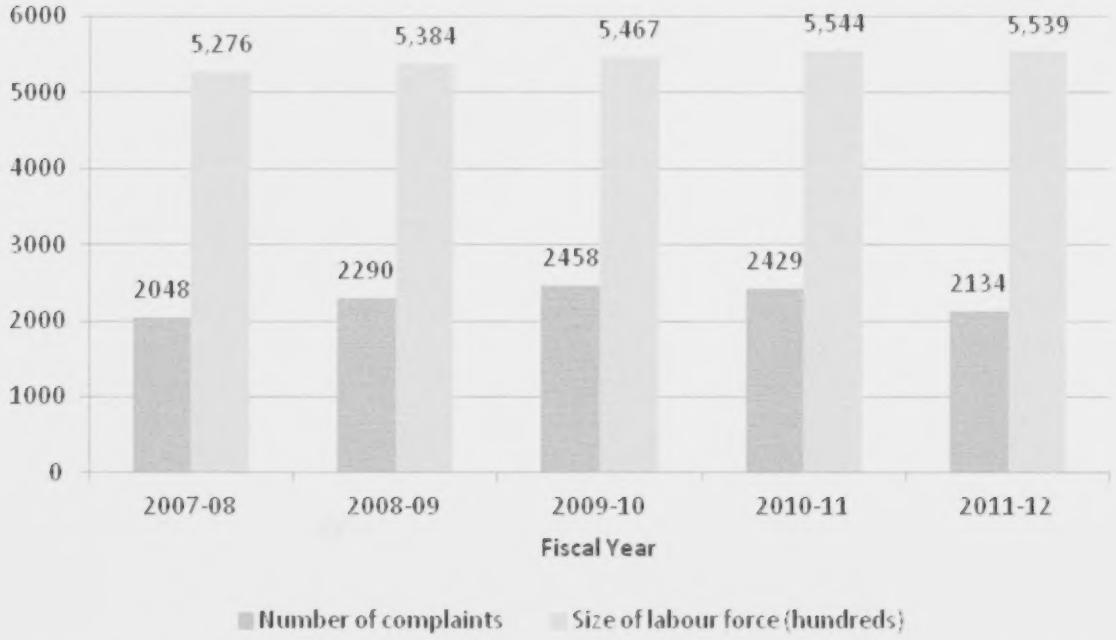
Progress in 2011 - 12

Performance Measure & Results

GRAPH #2: Number of complaints filed with the Labour Standards Division relative to Saskatchewan's total labour force



Source: Statistics on the number of complaints are collected internally. The total labour force numbers are collected from Statistics Canada: Table 282-001 – Labour force survey estimates (LFS), by sex and detailed age group, unadjusted for seasonality, monthly (persons unless otherwise noted), CANSIM (database). Accessed: 2012-07-11
The total labour force numbers provided above are an average of the monthly labour force totals over the fiscal year.

This measure provides insight into the level of compliance with the labour standards legislation. Though the graph above illustrates the aggregate number of complaints, the Labour Standards Division is able to extract industry specific information which helps the Ministry in reallocating and refocusing resources towards achieving greater compliance.

A low number of complaints about suspected labour standards infractions (i.e. wage, holiday pay, dismissal etc.) filed with the Labour Standards Division suggests workplace support and adherence to labour standards legislation. Compliance with labour standards legislation is a key element in protecting the rights of workers, building a level playing field for employers, and promoting a stable labour climate within the province.

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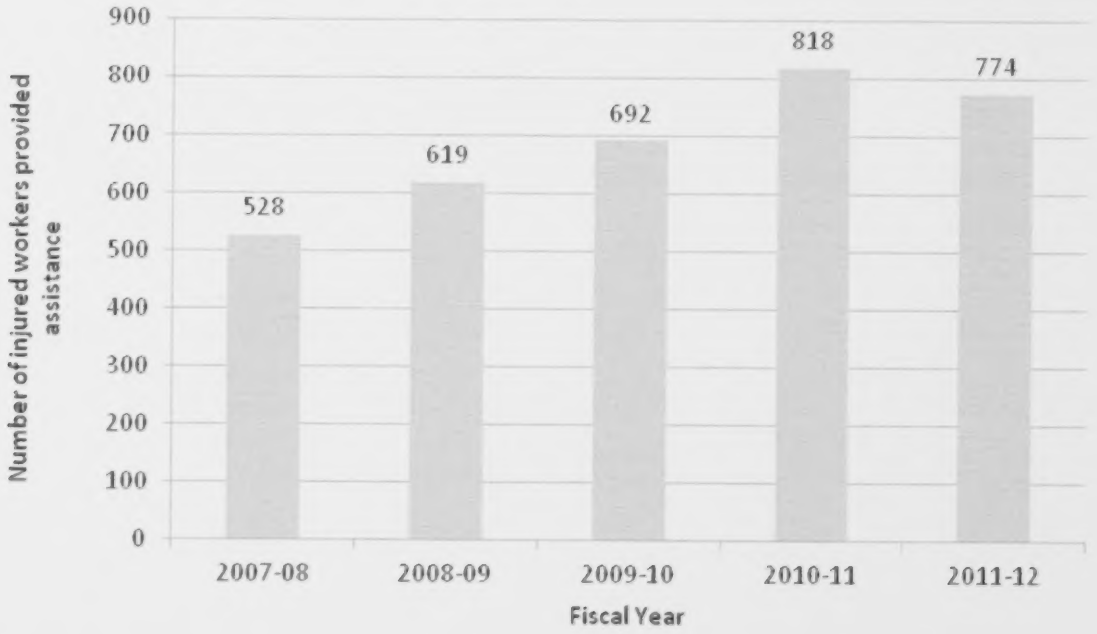
Progress in 2011 - 12

Performance Measure & Results

GRAPH #3: Number of injured workers provided assistance with respect to their WCB claims



Source: Statistics on the number of injured workers are collected internally

The Office of the Workers' Advocate (OWA) is mandated under *The Workers' Compensation Act, 1979* to provide assistance to injured workers in respect to a claim being advanced for compensation. Early intervention and positive outcomes for these injured workers is a key contributor in fostering healthy and productive workplaces.

This measure illustrates the number of Saskatchewan injured workers claim files opened and reviewed in the OWA. While there are more claims than the numbers illustrate here, not all claimants will require the assistance of the OWA. The graph above indicates those claimants whose files were opened and fully reviewed and assessed by an Advocate. Over twice as many injured workers as depicted in this measure contacted the OWA and were provided some level of advice and/or guidance.

Of the injured workers OWA assisted in 2011-12, successful appeals resulted in $2.09M being awarded in back pay alone. This does not include ongoing wage loss entitlements, medical costs, vocational rehabilitation training, etc.

By providing effective assistance and advocacy on WCB claims disputes or appealable issues, the OWA is able to foster more timely and equitable resolutions. This contributes to the overall effectiveness of the workers' compensation system, to the health of the injured worker, and to the productivity of the businesses involved.

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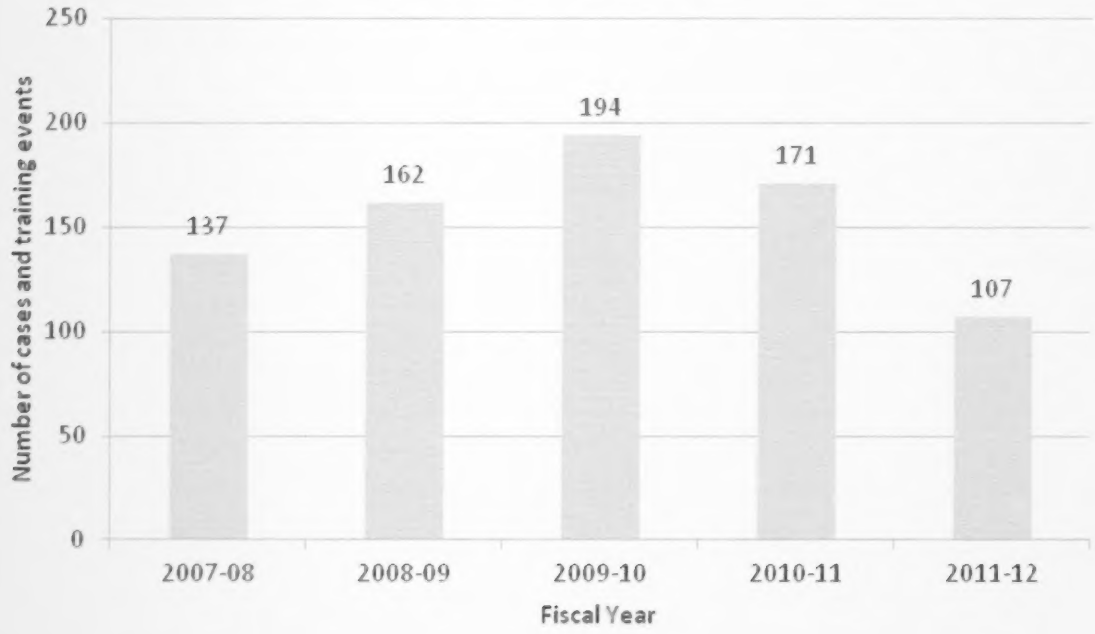
Progress in 2011 - 12

Performance Measure & Results

GRAPH #4: Total number of cases and training events provided by Labour Relations and Mediation (LRM) Division



Source: Statistics are collected internally

The LRM Division is responsible for bridging the differences between employers, employees and trade unions.

The measure is indicative of the demand for mediation services provided by the LRM Division. It provides insight into the number of conciliations, interest based negotiations, workplace mediations, grievance mediations, training sessions (conflict resolution and interest based negotiations) and Saskatchewan Labour Relations Board (SLRB) votes handled by the LRM Division each fiscal year.

Due to the nature of the services offered by LRM Division, demand by clients is cyclical with years of low-levels of demand proceeded by years of high-levels of demand.

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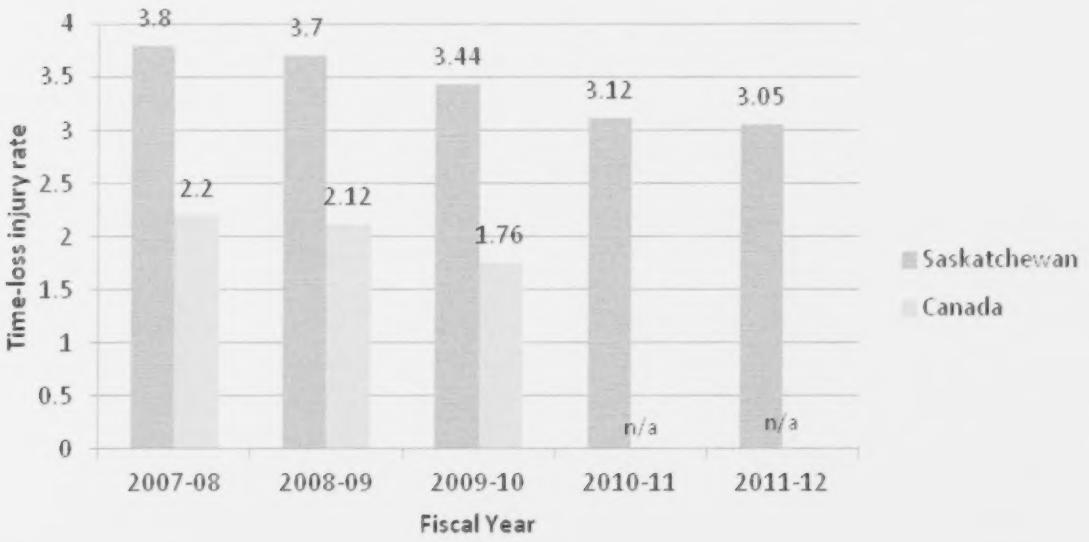
Progress in 2011 - 12

Industry Measure

GRAPH #5: Time-loss injury rate (per 100 full-time equivalent workers)



Source: Statistics on the time-loss injury rate is collected by the Worker's Compensation Board and can be found in its annual report.

This measure provides an indicator of the relative number, type and severity of workplace injuries in comparison to the average for the rest of Canada. It measures the number of lost-time injuries (workplace injuries that result in time away from work) reported to, and accepted by, the WCB per 100 full-time equivalent workers. A reduction in the number of lost-time claims indicates fewer workers being injured on the job.

The data is based on WCB statistics, focuses on traumatic events such as injuries rather than illnesses, and does not cover all workers. The Ministry has limited direct influence on the overall workplace injury rate. Different industries have different reported injury rates. Changing demographics and rapid industry growth influence workplace injuries and illnesses, which can affect the overall rate.

Safe, healthy workplaces are a key contributor to economic growth and prosperity. While the workplace time-loss injury rate shows a continual decrease from 2002 to 2009, Saskatchewan has the second highest workplace injury rate in Canada. Government can influence this rate through safety awareness efforts including public advertisements, injury prevention campaigns and through enforcement of labour legislation.

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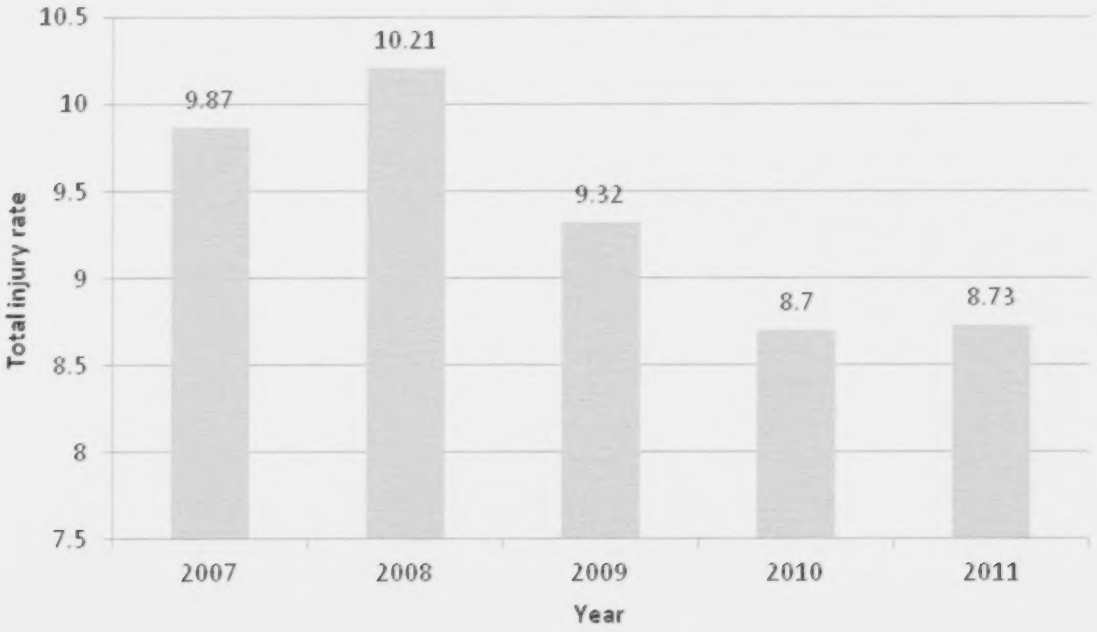
Progress in 2011 - 12

Industry Measure

GRAPH #6: Total injury rate (per 100 full-time equivalent workers)



Source: Statistics on the total injury rate are collected on an annual basis by the Worker's Compensation Board and can be found in its annual report.

WorkSafe Saskatchewan has established a total injury rate based on the number of injuries reported to and accepted by the WCB. It identifies injuries that involve both time loss and no time loss, expressed as a portion of 100 full-time equivalent workers. A reduction in the number of total claims indicates fewer workplace incidents and can be used to assess movement toward achievement of Mission: Zero, the elimination of work-related injuries and illnesses.

Using WCB statistics means this measure focuses on traumatic events (e.g., injuries rather than illnesses) and considers only those workers covered under *The Workers' Compensation Act, 1979*. Section 10 of the Act, along with corresponding regulations to the Act, list those occupations and industries that are excluded from WCB coverage.

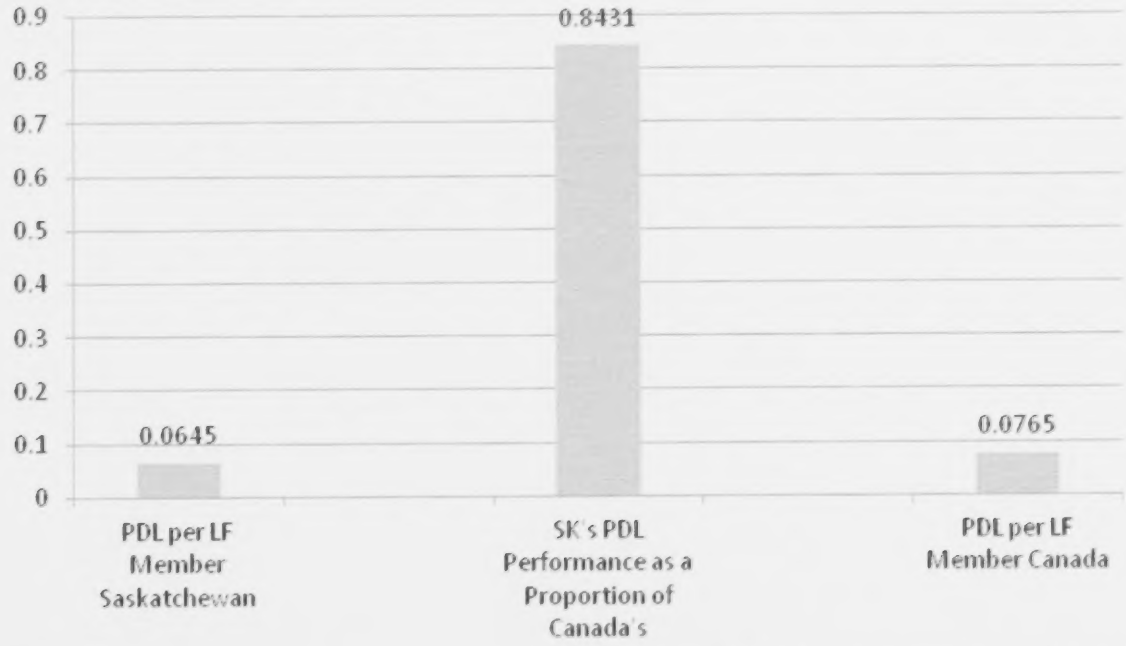
Government can influence the total injury rate through public education, maintenance of Occupational Health Committees and workplace inspections. But, the Ministry has limited direct influence on the overall workplace injury rate due to a variety of reasons including: different reported injury rates per industry, changing demographics and rapid industry growth.

(continued)

Progress in 2011 - 12

Industry Measure

GRAPH #7: Saskatchewan's person-days lost (due to labour disputes) performance as a proportion of Canada's



Source: The information for this indicator is collected on a three-year rotating cycle from Statistics Canada's Labour Force Survey. New statistics will be released at the end of 2012.

A score of 0.84 indicates that, over a three-year average, there have been fewer person-days lost in Saskatchewan when compared to the average across Canada. The number of person-days lost increased in 2010 over 2009, but decreased again in 2011. All the while Saskatchewan's labour force has been growing.

Saskatchewan's person-days lost performance as a proportion of Canada's is a measure indicating the relative degree of labour stability in Saskatchewan compared to Canada as a whole. It is obtained by dividing the number of person-days lost (PDL) due to strikes and lockouts as a proportion of the Saskatchewan labour force (LF) by the same number for Canada. A score of less than 1.0 indicates relative labour stability (fewer days lost per capita) compared to the rest of Canada, and a score of greater than 1.0 indicates relative labour instability.

The Ministry has no direct influence on outcomes or on labour stability as a whole. However, the Ministry provides mediation and conciliation services to help facilitate positive collective bargaining. Labour stability can be influenced depending on the number of expired agreements, union density in the province, as well as the overall disposition of the labour environment.

2011 - 12 Financial Overview

Ministry of Labour Relations and Workplace Safety
Schedule of Revenue and Expenditures

For the Year Ended March 31	(in thousands of dollars)				
	2010 - 11 Actual	2011 - 12 Budget	2011 - 12 Actual	2011 - 12 Variance	
Revenue					
Proceeds from other Funds	$10,270	$10,850	$10,656	$(194)	1
Receipts from Federal Government	214	250	275	25	2
Privileges, Licenses and Permits	0	1	2	1	
Sales, Services and Service Fees	64	55	68	13	
Other Revenue	0	0	0	0	
Total Revenue	**$10,548**	**$11,156**	**$11,001**	**$(155)**	
Expenditure					
Central Management and Services	$2,436	$4,602	$4,111	$(491)	3
Occupational Health and Safety	7,178	7,441	7,547	106	4
Labour Standards	2,611	2,460	2,621	161	5
Labour Relations Board	759	994	883	(111)	6
Labour Relations and Mediation	789	810	936	126	7
Workers' Advocate	569	651	747	96	8
Budget Appropriation	**$14,342**	**$16,958**	**$16,845**	**$(113)**	
Capital Asset Acquisitions	(413)	$0	$0	$0	
Amortization of Capital Assets	26	14	103	89	9
Total Estimates and Expenses	**$13,955**	**$16,972**	**$16,948**	**$(24)**	
Special Warrants	0	417	0	(417)	10
Total Revised Estimates and Expenses	**$13,955**	**$17,389**	**$16,948**	**$(441)**	
FTE Staff Complement (FTE = Full Time Equivalent)	138.0	146.1	147.3	1.2	11

* 2010-11 Actual Expenses are reported under the Ministry of Advanced Education Employment and Labour as the Ministry of Labour Relations and Workplace Safety was created part way through that fiscal year (June 29, 2010)

Financial Schedules Notes

Explanations of variances which exceed $20,000 between Budget and Actual.

Revenue

1. The Ministry received less revenue from the Workers' Compensation Board (WCB), primarily a result of not incurring as many expenses for the Committee of Review as expected. The WCB reimburses the Ministry of Labour Relations and Workplace Safety (LRWS) for all expenses incurred for Occupational Health and Safety (OHS), including the Committee of Review, and Office of the Workers' Advocate (OWA).

2. LRWS receives revenue from the federal government for inspection of federal mines. Per the Agreement, the revenue is capped at $250K. The $25K of additional revenue showing for receipts from the federal government is due to revenue that relates to the 2010-11 fiscal year.

Expense

3. The variance in Central Management and Services is a result of savings in Accommodations (leased space given up), IT costs (which were recorded in the OHS and OWA Divisions), and savings for the Committee of Review and Minister's Advisory Committee.

4. The variance is a result of pressures relating to personal service costs, additional information technology costs, pressures in supplies and services, and an increase in the Chief Occupational Medical Officer Agreement. These pressures were offset by savings in salary due to difficulty in recruiting technical positions.

5. In the Labour Standards Division, insufficient budget appropriation existed for staff positions, as most employees are long serving employees at the top of their salary range.

6. The Labour Relations Board experienced savings due to a vacant position.

7. The costs relating to the Teacher's and SIAST collective bargaining mediation processes were responsible for the variance in the Labour Relations and Mediation Division.

8. Actual information technology costs for the Office of the Workers' Advocate Division were allocated as per note 3 above.

9. The increase in the amortization expense was due to leasehold improvements completed late in 2010-11 and were, therefore, not reflected in the 2011-12 budget appropriation.

10. LRWS received Supplementary Estimates totaling $417K to cover the Teacher's and SIAST collective bargaining mediation costs ($170K) and personal service cost pressures in OHS ($247K). Though unknown at the time of asking for supplementary estimates, the Ministry was able to cover the $417K internally due to reduced expenditures in other areas leaving it unspent.

11. The Ministry staffed 4 student positions (totaling 1.3 FTEs) which are included in the actual FTE utilization for 2011-12.

For More Information

If you have any questions or comments, or would like additional copies of the 2011-12 Annual Report, we invite you to call (306) 787-9478 or contact:

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To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the ministry's website at www.lrws.gov.sk.ca.